



ARIZONA BOARD OF APPRAISAL

1400 West Washington, Suite 360
Phoenix, Arizona 85007
(602) 542-1558 Fax (602) 542-1598
Email: info@azboa.gov
Website: www.azboa.gov

MINUTES BOARD MEETING Wednesday, October 10, 2012 8:00 AM

Call to Order and Roll Call

Meeting called to order by Kevin Yeanoplos, Chairperson at 8:00 AM.

Board members present telephonically at roll call:

James Heaslet
Mike Trueba
Frank Ugenti
Mike Petrus
Joe Stroud
Jeff Nolan
Kevin Yeanoplos

Staff Attendance:

Jeanne Galvin – Assistant Attorney General (Telephonic)
Margaret Burns – Interim Executive Director
Amanda Benally – Staff

Kevin Yeanoplos, Chairperson, asked for James Heaslet to give the Personnel Committee recommendation to the full Board. Mr. Heaslet explained that on Monday, October 8, 2012, the Personnel Committee interviewed seven candidates for the position of Executive Director. All seven had unique and dynamic characteristics and traits. By the end of the day, two of the candidates unanimously stood out to all of the Committee members. The Committee discussed and weighed the pros and cons of the two final candidates and then unanimously chose to recommend Rachel Beam-Jares as the new Executive Director at the salary discussed in executive session. James Heaslet made a motion that the Board accepts the Personnel Committee recommendation. Joe Stroud seconded the motion.

Jeanne Galvin, Assistant Attorney General, advised the Board that this was now the time for discussion. Mr. Yeanoplos stated that the process started out with many applicants and that based on the applicants qualifications, the Committee was able to narrow down the candidates to the seven best qualified applicants. Mr. Yeanoplos was particularly impressed that all four Committee members had independently selected the same final two applicants. Mike Petrus asked if the final candidate had any budget or legislative experience. James Heaslet explained that Ms. Beam-Jares was familiar with private sector budget and carried a considerable amount of responsibility in her previous positions and Mr. Heaslet felt that Ms. Beam-Jares had the best interview.

Mr. Yeanoplos stated that as a CPA, he felt confident that Ms. Beam-Jares could handle the Board budget. He felt that all of the candidates had different skill sets and that the skill set that Ms. Beam-Jares had was something that you can't learn, that you just had to have. Mr. Yeanoplos felt that Ms. Beam Jares was the most complete candidate.

Mr. Petrus felt that his questions had been answered, but he did notice in the answers Ms. Beam Jares had given regarding the short and long term strategic planning that there was no mention regarding the Board members or taking care of the Board. Mr. Petrus stated that the position was more than just managing the Board office.

Kevin Yeanoplos stated that in Ms. Beam-Jares' verbal response, she did recognize that the long term vision is coming from the Board and that she would be there to serve the Board, the public and to work with staff.

Mike Trueba made a motion to go into Executive Session to discuss personnel matters. Joe Stroud seconded the motion. The Board voted unanimously in favor of the motion. The Board entered Executive Session to discuss personnel matters.

The Board reconvened into Regular Session. Mr. Heaslet asked if the Board had any further discussion. Jeffrey Nolan stated that as he was looking through Ms. Beam-Jares' application packet, he didn't find her education listed and he had concerns about the length of time she spent in her previous positions along with the length of time she has been in Arizona. Mr. Nolan recognized that the Committee did have the benefit of interviewing Ms. Beam Jares, but that the Board is only able to look at the candidates on paper, and he felt that there were stronger candidates based on the information the Board had.

James Heaslet stated that on paper, there were a few that looked much stronger than Ms. Beam-Jares, but in the interview it became clear that they were not a good fit. All of the candidates were talented and well groomed, but did not necessarily fit the position. Mr. Nolan stated that he understood that some people may be book smart but lacking in people skills. He respected the Committee's recommendation, but felt it was difficult to make a decision without a face to face meeting.

Mr. Yeanoplos explained that when he went back and looked at the qualifications on paper, that there were several people that he felt were above Ms. Beam-Jares; however, after going through the interview process and speaking with all seven qualified candidates each of the Committee members independently came up with the same final two candidates. The Committee was not required to come up with any specific number of finalists and they could have chosen to call several applicants back for additional interviews. The Committee did have a full discussion regarding the two finalists and which would work best with the Board and be able to best accomplish the Board goals. Mr. Yeanoplos felt that Mr. Nolan had a great point and suggested that they have the final candidate come in to speak with the full Board. Ms. Galvin suggested that the Board have Ms. Beam-Jares and any other candidate they choose to come before the full Board for a second interview.

James Heaslet felt that was a great suggestion and withdrew his motion asking the Board to accept the Committee recommendation. Joe Stroud withdrew his second to the motion. Jeffrey Nolan made a motion that the top two candidates appear before the full Board for an additional interview. Mike Trueba seconded the motion. The Board voted unanimously in favor of the motion. Kevin Yeanoplos instructed the Board members to email their availability over the next few weeks to Amanda Benally. James Heaslet made a motion to adjourn. Mike Trueba seconded the motion. The Board voted unanimously in favor of the motion.

Adjournment

The meeting was adjourned.



Kevin Yeanoplos, Chairperson